

**Avon Public Library BOD Meeting**  
**Community Room, Avon Public Library**  
**Date: December 21, 2021**

Item	Summary					Disposition
Call to order	Carin Salonia called the meeting to order at 7:00 PM					Quorum = 6
	<b>Attendee</b>	<b>Role</b>	<b>Voting</b>	<b>Present</b>	<b>Absent</b>	# 11 voting present
	Carin Salonia	BOD President	Y	Y		
	Nicole Nunziata	BOD Vice President	Y	Y		
	Fred Lin	BOD Treasurer	Y	Y		
	Stephanie Guralnick	BOD Secretary	Y	Y		
	Amee Mody	BOD Member	Y	Y		
	Anne McNeely	BOD Member	Y	Y		
	Beth Dance	BOD Member	Y	Y		
	Colette Slover	BOD Member	Y	Y		
	Dave Howe	BOD Member	Y	Y		
	Deborah Sacks	BOD Member	Y	Y		
	Donna Gianini	BOD Member	Y	N	Y	
	Joan Reiskin	Friends of the Library	Y	Y		
	Glenn Grube	Library Director	N	Y		
	LeonaMae Page	Clerk	N	Y		
	<b>Review and Approvals</b>					
Review and Adoption of Agenda	Nicole Nunziata made a motion to adopt the agenda. Dave Howe seconded. (Approved.)					# 11 Yes
Review and Approval of November BOD Meeting Minutes	Joan Reiskin made a motion to accept the November meeting minutes. Anne McNeely seconded. (Approved.)					# 10 Yes # 1 Abstain
Review and Approval of Treasurer's Report – Fred	<p>Highlights of the detailed Board budget for November include:</p> <ul style="list-style-type: none"> <li>• Income for the month of November was \$19,511. YTD actuals \$79,175 vs. YTD budgeted income of \$67,482.</li> <li>• Gifts were received from community bag programs at Big Y and Stop &amp; Shop and Amazon Smile.</li> <li>• Expenses for the month of November was \$10,364. YTD actuals \$36,434 vs YTD budgeted expenses of \$60,807.</li> <li>• Network switches have been configured and installed.</li> <li>• A graphic designer has started on our new logo design.</li> <li>• Two CDs were purchased in November. One CD will mature each year for the next five years. Further investment recommendations will be made when interest rates improve.</li> </ul> <p>Dave Howe moved to accept the Treasurer's report. Amee Mody seconded. (Approved.)</p>					# 11 Yes

	<b>New Business</b>	
Librarian's Report – Glenn	Glenn Grube reviewed his written report including these highlights: <ul style="list-style-type: none"> <li>• A Lower Farmington River and Salmon Brook Wild &amp; Scenic small grant was received to support the 2022 Paleo-Indian webinar series, co-sponsored by the Avon Historical Society and the Avon Senior Center.</li> <li>• Tina has submitted a grant application to the Save America's Treasures program. If awarded, this \$50,000 grant will expand our current digitization efforts with Connecticut Digital Archive and launch a companion digitization program for the Avon Historical Society with CT Collections. We will be notified about the grant sometime between January and June 2022.</li> <li>• The reference team (Anna, Barbara, Cyndi) are pursuing Dementia Friendly training. They will be designing a program series, plus creating a special section of the collection, to support this project.</li> <li>• Wanda Oprica has moved and Rhoda Valentine has retired. Staff from other departments are being cross-trained so we will be able to keep books and other materials coming out of Technical Services and onto the shelves. Their job postings closed December 20 and interviews will be scheduled as soon as possible.</li> <li>• First Grade classes from Pine Grove School visited the library for a tour, a story, and to be issued library cards.</li> <li>• A new network firewall has been purchased and will be installed over the New Year holiday. The network switches have been installed. These projects will enable the Library to join the town's phone system.</li> <li>• Several email comments as well as one formal statement of concern have been received regarding Gender Queer: A Memoir by Maia Kobabe, a graphic novel for teens. After reading the book and several reviews about it as well as consulting with Marisa Hicking and some other librarians, Glenn responded to the formal concern saying that the book does conform to our Collection Development Policy and we intend to keep it in the collection. The Collection Development Policy does allow for an individual to appeal to the Library BOD. Should that happen, Glenn will share more information with the Board about the book and thoughts on its appropriateness for the collection.</li> </ul>	No Vote
Friends of the Library Report – Joan	The Friends membership is up to 420. Joan Reiskin encouraged members to invite anyone who is not a Friend to become one. The Friends will be sponsoring a virtual magic workshop. Lynn Katz is now on the Board of Education and has resigned as president of the Friends. Lisa Berman is the new president of the Friends Board.	No Vote
Alcohol Waiver Request – Glenn	The January artist in our Gallery, Beckie Sahl, has asked for permission to serve wine at a reception tentatively scheduled for January 22 from 2 to 3:30 pm. She will consider Covid numbers at the time and will cancel if appropriate. The Community Room will also be reserved to prevent any children's events from being scheduled at the same time. Nicole Nunziata moved to approve. Anne McNeely seconded. (Approved.)	# 11 Yes

Operations & Administration Update – Nicole	<p>Nicole Nunziata presented the Operations &amp; Administration Committee’s recommended revisions to the BOD Onboarding process. Ameer Mody made a motion to accept the revisions as presented. Dave Howe seconded. (Approved.)</p> <p>The Operations &amp; Administration Committee created a quarterly board calendar to set operational expectations and routines while allowing for easy adjustments and updates.</p>	# 11 Yes
Marketing Committee Update – Beth & Deborah	<p>The Marketing Committee is working with a graphic designer on initial concepts for the Library’s new logo. The “Art On A Card” contest planning is well underway. The Marketing Committee has incorporated former member of the BOD Jennifer Shufro’s legal advice in their final draft. Library staff member &amp; artist/illustrator Mary Fletcher and Deborah Sacks will be two of three judges. A third judge is being sought. Deborah sees this contest as a really fun project that will engage the whole community in a fair and friendly contest ending with a gallery show for the runners up &amp; winners.</p>	
<b>Old Business</b>		
Board Member Remarks	<p>Carin Salonia mentioned a public library in North Carolina has pulled Gender Queer from their collection but kept Lawn Boy. Both titles were criticized and challenged by a local citizen whose opinion is that they contain sexually explicit and profane language. She encouraged the BOD to be informed and prepared for further conversation. Glenn Grube let the BOD know that the Town Manager Brandon Robertson has been kept informed on the concerns. Fred Lin and Nicole Nunziata said that everyone has the right to say “I don’t want to read this book” but they don’t have the right to say that for other people. Nicole Nunziata purchased a physical copy of the book and offered to share it. Colette Slover mentioned that she easily borrowed a digital copy via hoopla. Nicole Nunziata suggested everyone read it or at least be familiar with it in the event that the BOD is asked to vote. Joan Reiskin said that she understands the book is very good although she has not read it yet but she thinks the more copies we can get and read and donate to the library, the better!</p> <p>Dave Howe mentioned that the Strategic Planning Committee is looking to survey the BOD about what’s next after the current five year plan comes to a close.</p> <p>Deborah Sacks is working with Marisa Hicking on offering some art lessons for teens in February &amp; March.</p> <p>Ameer Mody complimented the Memory Care programs being offered. Ameer also offered all the best to Lynn Katz in her service to the Board of Education and a warm welcome to Lisa Berman, incoming Friends president.</p> <p>Beth Dance is very grateful for the amazing service she routinely receives from the Children’s Department.</p> <p>LeonaMae Page thanked Betsy Bougere and Peter Anderson for their work on</p>	No Vote

	<p>Library policies so that the conversation about Gender Queer can be informed by a really current, relevant, clear, consistent policy.</p> <p>Glenn Grube wishes everyone a wonderful holiday and will be on vacation from December 23 to January 2 to enjoy some time with his family.</p>	
Adjournment	Dave Howe moved to adjourn. Colette Slover seconded. The meeting adjourned at 8:32 PM.	# 11 Yes

**Respectfully submitted, Stephanie Guralnick, Secretary**